



SULLIVAN COUNTY New Hampshire

Board of Commissioners' Meeting: *Multiple Meeting*

Executive Session – Per RSA 91A-3:II.c.

Date & Time: Monday, June 18, 2007 @ 4:00pm

Place: Sullivan County Health Care – Unity, NH
Ground Floor Conference Room

Attendees: Commissioner Ethel Jarvis, Chair; Commissioner Ben Nelson, Vice Chair; Commissioner Jeffrey Barrette, Clerk; Ed Gil de Rubio, County Manager; Scott Wojtkiewicz, SCHC Administrator; Heidi Smith, SCHC DON; Peter Farrand, Human Resource Director and Representative Raymond Gagnon, Vice Chair -District No. 4
Note Taker: Pamela M Jones, Administrative Secretary of SCHC

A motion was made by Commissioner Jarvis to go into Executive Session per RSA 91-A:3II.c. @ 4:16p. Commissioner Barrette seconded the motion. All were in favor.

Ed Gil de Rubio detailed the overview:

- ❖ Outside services for PT/OT and Speech Therapy will stay intact.
- ❖ Dr. Catino and Mr. Gil de Rubio spoke last Thursday and the county manager plans to talk with him again tomorrow – Dr. Catino has some issues and has to weigh out whether he wants to stay. He is disappointed (feelings hurt) that neither the County nor Genesis informed him of the change prior to it happening.
- ❖ Doris Barrett, ARNP would like to stay on.
- ❖ Mr. Gil de Rubio spoke with Carla Skinder who works at VRH – the Commissioners would like to see us get back on better terms with Valley Regional Hospital – Dr. Herfort was mentioned taking over if Dr. Catino were to leave. Mr. Gil de Rubio will speak to VRH.
Commissioner Barrette asked if the commissioners should speak with Dr. Catino – Mr. Gil de Rubio suggests that after talking with him himself and he feels they need to--- then a meeting can be set up with the Board of Commissioners.
- ❖ Consultants: Four in all
 - Saverby Consultants got back to him today and stated that we should have kept Genesis at that price and emphatically said *No*.
 - Lou Ann Riggers said *No* – they just purchased Harborside and have a lot going on.
 - Matt Helms (helped out when New London was having problems) still waiting to hear from them.
 - LandMark – waiting to hear from their rep
- ❖ Administrator
 - Spoke with Mike Poulan who may be able to help out and Eileen Bolander who can come in and help out a couple of days – but we need a DON in place.

Commissioner Nelson asked the county manager if there was any hope of transition with Genesis. Ed Gil de Rubio believes not but will speak to Ray Thieverge again.


Commissioner Barrette addressed Mr. Gil de Rubio and stated that the Board of Commissioners has asked for a transitional plan a number of times.

- ❖ A meeting for the Commissioners to meet with the residents was set for Wednesday, June 20th at 11:00am –
- ❖ Ed Gil de Rubio will draft a letter for the families and have it ready for the Commissioners on Wednesday.
- ❖ Commissioner Stevens believes that the situation at SCHC will trigger a survey. He also asked if we had any plans in place for closing. Scott Wojtkiewicz believes that a survey team is most likely to show up in the evening or on a Saturday or Sunday.
- ❖ Bob Ehlers made the comment to Mr. Gil de Rubio that our surveys have been stellar over the past two to three years.
- ❖ Monday's meeting on June 25th will be at the Newport complex at 2:30pm.
- ❖ If Genesis were to stay on for an amount of time (maximum 6 months) it wouldn't be under a management contract – it would be a transition contract (comprehensive plan).
- ❖ Commissioner Jarvis has resentment regarding the recent letter to the editor in the *Eagle Times* as it reflected that the commissioners dump on the county manager – which she feels is not true-- as it is his job as county manager.
- ❖ Representative Gagnon feels we need to keep the ball moving forward in a positive motion – Keep citizens informed and state that our main concern is *Quality of Care for our Seniors*.
- ❖ Ed Gil de Rubio addressed the commissioners and stated that at his meeting with the department heads - there was a lot of hurt. He also indicated that the commissioners need to let the staff in the field know that they're behind the department heads.
- ❖ Heidi Smith feels that staff have gone right back to where they were when she first came on staff – they're calling out and coming in when they feel like it.
- ❖ Scott Wojtkiewicz stated that we were getting a handle on callouts, etc., by disciplining and terminating people.
- ❖ Ed Gil de Rubio pointed out that it is a violation of their contract if they go to the Commissioners or Delegation first with issues before following the correct steps. He also stated:
 - ~The union members can file grievances – and they have an incredible bargaining contract.
 - ~SCHC needs the commissioners behind the department heads (management team).
- ❖ Answering Commissioner Jarvis' question, Peter Farrand indicated that in the past week his department had to suspend one employee and give three others a warning—all four were for poor attendance.
- ❖ Mr. Gil de Rubio addressed Commissioner Barrette and asked him to recall the number of terminations over the past 6 months.
- ❖ Mr. Farrand stated that disciplines and terminations will suppress the problem but won't eliminate it.
- ❖ Commissioner Barrette indicated that we will continue to address these problems with tenacity.

- ❖ Representative Gagnon: Management needs to put a proactive spin on what they're doing – *Yeah!!* your team and hammer on who is not on the team.
- ❖ Ed Gil de Rubio: Some of our longtime employees don't want change and drag down the new employees.
- ❖ Ed Gil de Rubio: Consultants are going to be expensive --- Genesis was a good deal.
- ❖ Letters to the families need to indicate where we want to go with this facility and that we will continue with skilled and long-term care—and that it's a team consensus.
- ❖ Commissioner Nelson stated that if we do it right, the residents shouldn't see or feel a change.
- ❖ Family Council Meetings --- Scott Wojtkiewicz: we hold quarterly Family Council meetings that are driven with educational pieces- otherwise some families just make it a gripe session in front of other families and residents.
- ❖ Suggestion: When the Commissioners receive calls from staff they need to steer them to the Administrator, DON or the County Business Manger and then make a follow-up call to see if their issue was handled.
- ❖ Scott Wojtkiewicz stated that his focus- *until he leaves*- is to provide quality care to the residents of SCHC.
- ❖ Census is down to 142.
- ❖ Location of facility is too far for some – Commissioner Jarvis stated that she knows of two people that chose not to be admitted here because of the distance. Scott Wojtkiewicz feels the distance is not a problem – He stated that SCHC is better off with the public transportation bus than the facility he ran that had no public transportation provided.
- ❖ Commissioner Barrette suggested putting together an oversight panel/advisory board- maybe utilizing Dartmouth Hitchcock.
- ❖ Ed Gil de Rubio didn't think Dartmouth would be involved – they're entrenched at this time (acute care). He also stated that what's killing us right now are the political issues and feels the need for a full-time consultant.
- ❖ Representative Gagnon compared the care a family member received 3 or 4 years ago here at SCHC to his father's care within the last year and indicated that the care was much better 3 or 4 years ago.
- ❖ Commissioner Nelson stated that we need to maintain care and accountability.
- ❖ Representative Gagnon suggested engaging three people who have experience in the health field such as Carla Skinder, Tom Donovan and Quimby to help with a vision-
- ❖ Commissioner Barrette asked Scott Wojtkiewicz if he would stay on during the transition – Mr. Wojtkiewicz declined by saying he's out with the 30-day notice.

***Commissioner Jarvis motioned to end Executive Session RSA 91-A:311.c. @ 5:30pm.
Commissioner Nelson seconded. All in Favor. Executive Session Closed.***

Respectfully Submitted,


Commissioner Jeffrey Barrette
Clerk
JB/pj

Date Signed: 7/15/07